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Chief of the Defence Staff

Chef d'état-major de la Défense

National Defence  
Headquarters  
Ottawa, Ontario  
K1A 0K2

Quartier général de  
la Défense nationale  
Ottawa (Ontario)  
K1A 0K2

10 May 2016

The Minister

DESIGNATION OF CHIEF OF DEFENCE  
INTELLIGENCE AS A NDHQ LEVEL 1

The Commander Canadian Forces Intelligence Command has proposed that the Chief of Defence Intelligence be recognized as a Level 1 organization within National Defence Headquarters. This action will correct the designation of the Chief of Defence Intelligence such that it is consistent with current administrative and functional realities. It is not the creation of an additional command. It recognizes that Commander Canadian Forces Intelligence Command, in his dual capacity as the Chief of Defence Intelligence, is a Level 1 within the National Defence Headquarters structure.

As staff consultation  
you approve this designation.

have been conducted, I recommend that

Sincerely,

J.H. Vance  
General

Enclosures: 2

Approved

  
The Hon. Harjit S. Sajjan, PC, OMM, MSM, CD, MP  
Minister of National Defence

31 May 16  
Date



National Défense  
Defence nationale  
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Canada

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Canadian Forces Intelligence Command  
National Defence Headquarters  
101 Colonel By Drive  
Ottawa, ON K1A 0K2



Commandement du renseignement des Forces canadiennes  
Quartier général de la Défense nationale,  
101 promenade Colonel By  
Ottawa, ON K1A 0K2

1920-1 (COS Sp)


22 April 2016

Distribution List

**CHIEF OF DEFENCE INTELLIGENCE  
DESIGNATION AS LEVEL 1 WITHIN NATIONAL DEFENCE HEADQUARTERS**

Reference: ICCT VCDS / CFINTCOM, dated 22 May 2014, approved 9 June 2014

1. The current alignment of CFINTCOM and CDI in the CAF and NDHQ structures is inconsistent with direction provided at reference, hindering staffing and classification efforts and creating confusion in the business planning process. The purpose of this letter is to correct the designation of CDI such that it is consistent with current administrative and functional realities.
2. Enclosed is a briefing note that articulates the challenges and proposes a way forward. It should be understood that there is no intent to create an additional Level 1. Rather, similar to other entities that have responsibilities to both the DM and the CDS, this administrative correction will ensure that the organization is appropriately recognized by all entities. This briefing note has been shared with ADM (HR-Civ), C Prog, . . . . . All concerned parties concur that this administrative correction is necessary and represents neither a change in mandate or functional responsibilities, nor corresponding adjustments in civilian classification levels.
3. Any questions on this issue may be directed to my Chief of Staff (Support), Colonel P.J. Peyton, 613-945-5102.

  
P.F. Wynnyk  
Major-General  
Commander

Enclosures: 2

Distribution List (next page)

Distribution List

Action

VCDS

Info

ADM (HR-Civ)

C Prog

JAG

CFLA

## **BRIEFING NOTE FOR COMD CFINTCOM**

### **SUBJECT: CFINTCOM AND CDI ORGANIZATIONAL ISSUES**

REFERENCES: A. CANFORGEN 05/06 CDS 031/06 301050Z MAR 06

B. Ministerial Organizational Orders (MOO), 27 June 2013

C. ICCT VCDS / CFINTCOM, dated 22 May 2014, approved 9 June 2014

D. Ministerial Directive on Defence Intelligence, 27 Oct 2014

E. Ministerial Directive on Defence Intelligence Priorities, 27 Oct 2014

F.

G.

H. E-mail 21 Dec 2015 12:37PM DND/CF LA PLL / CMP DGMP, "EX in a CAF unit or HQ"

I. Organization and Accountability: Direction for Members of the CAF and Employees of the DND (Draft)

### **ISSUE**

1. The current alignment of Canadian Forces Intelligence Command (CFINTCOM) and Chief of Defence Intelligence (CDI) in the Canadian Armed Forces (CAF) and National Defence Headquarters (NDHQ) structures respectively is inconsistent with direction provided at Reference C, hindering staffing and classification efforts and creating confusion in the business planning process. The purpose of this briefing note is to present a solution that meets the needs of the organization, is consistent with National Defence Act (NDA) and Treasury Board (TB) Directives, and is agreed upon by ADM (HR-Civ) and C Prog.

### **BACKGROUND**

2. Reference A confirmed CDI as the functional authority to issue policies, instructions standards and guidance for Defence Intelligence. Reference B, signed by the Minister of National Defence, authorized the standup of CFINTCOM, reporting to the CDS under the Capability Component 17, which has been assigned to this command.

3. The ICCT, Reference C, describes that CFINTCOM is a Level 1 organization made up of one formation (CF Int Gp), a Director General Military Signals Intelligence, an Assistant Chief of Defence Intelligence (ACDI) consisting of several Directorates, and three Chiefs of Staffs (Chief of Staff Support, Chief of Staff Operations and Chief of Staff Development). It further directs that all civilian FTES (280 at the time of signing) be transferred from VCDS to CFINTCOM.

### **DISCUSSION**

4. Functional authority. Exercising his CDI function, Comd CFINTCOM provides oversight and direction across the NDHQ and CAF to ensure effectiveness and accountability, compliance with applicable laws, and Government and Ministerial policies and directives. As a result of this accountability to the DM, the authority for Defence Intelligence must be institutionalized in a NDHQ organization.

5. Civilian FTEs. Despite the direction provided at Reference C, there has been only a portion of the administrative transfer of personnel from CDI to CFINTCOM. The FTEs remain under a separate Unit Identification Code (UIC: 2268), subordinate to VCDS as an L3. This has created administrative

and reporting confusion as CFINTCOM HRMS reports are inaccurate, largely as a result of the entire functional organization not being represented under a distinct UIC. More importantly, ADM (HR-Civ) has indicated that only CDI has sub-delegated authority to conduct staffing and classification action within the CDI structure. This authority remains delegated to VCDS.

6. Business Planning / Budget. CFINTCOM conducts business planning and completes corporate returns for both CFINTCOM and CDI. In fact, CDI is only acknowledged as an L2 entity in matters of HR administration. CDI is not recognized in the financial environment as an L2 under VCDS. It receives no funding nor is it responsible for financial returns. All baselined funds required for CDI are allocated and managed through CFINTCOM. In every practical sense CFINTCOM and CDI are a single organization. The creation of separate BP and fin structures would not only be inefficient, but also fails to recognize the inherent linkages that are innate in CFINTCOM and CDI.

7. Notwithstanding functional and practical realities, CFINTCOM and CDI cannot be depicted under a single UIC in the CAF structure. The CAF are established in section 14 of the National Defence Act and are not part of the core public administration. NDHQ is structured and governed by TB and its policies, including the Directive on Executive Group Organization and Classification. Section 19 of the National Defence Act (NDA) provides that only officers and non-commissioned members have the powers of command in the Canadian Forces,

There is no precedent elsewhere in the CAF; this policy adherence is consistent across the CAF.

## RECOMMENDATION

8. Although CFINTCOM must retain a presence (CDI) within the NDHQ structure, it cannot in practical sense remain as a L2 under VCDS. To do so is inconsistent with business planning practices and prevents necessary staffing and classification actions required to enable the command to meet its obligations. Moreover, the EX positions in CDI current structure within the VCDS are not in compliance with the TB Directive on Executive Group Organization and Classification which impact the structure below. It is recommended that CDI be removed from VCDS within the NDHQ structure and elevated to an L1 status. Comd CFINTCOM will remain as CDI in the same manner that Commander of the Canadian Army also occupies the DND position of Chief of the Army Staff.

## CONCLUSION

9. Draft letter from the CDS to the MND is attached for signature.  
C Prog and ADM (HR-Civ) concurrence has been received.

Prepared by:	Col P.J. Peyton, COS Sp CFINTCOM, 945-5101
Reviewed by:	Ms. S. Merizier, Sr Civ HR Manager, DCHRSC (NCR), 971-0067
Reviewed by:	Ms. E.V. Ricci, Departmental Organization Manager, DDFP 2, C Prog, 992-5822
Reviewed by:	LCdr E.J. Fox, DLaw Admin Law, DJAG AL, JAG, 992-0899
Reviewed by:	Ms. L. Taylor, Director General, CFLA, 995-0828
Responsible DG:	BGen J.J.M. Girard, DComd CFINTCOM, 991-2881

Date Prepared:	20 April 2016
Enclosure:	CDI Current and Proposed Organizational Structures

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The Minister

**DESIGNATION OF CHIEF OF DEFENCE  
INTELLIGENCE AS A NDHQ LEVEL 1**

The Commander Canadian Forces Intelligence Command has proposed that the Chief of Defence Intelligence be recognized as a Level 1 organization within National Defence Headquarters. This action will correct the designation of the Chief of Defence Intelligence such that it is consistent with current administrative and functional realities. It is not the creation of an additional command. It recognizes that Commander Canadian Forces Intelligence Command, in his dual capacity as the Chief of Defence Intelligence, is a Level 1 within the National Defence Headquarters structure.

As staff consultation  
designation.

have been conducted, I recommend that you approve this

J.H. Vance  
General

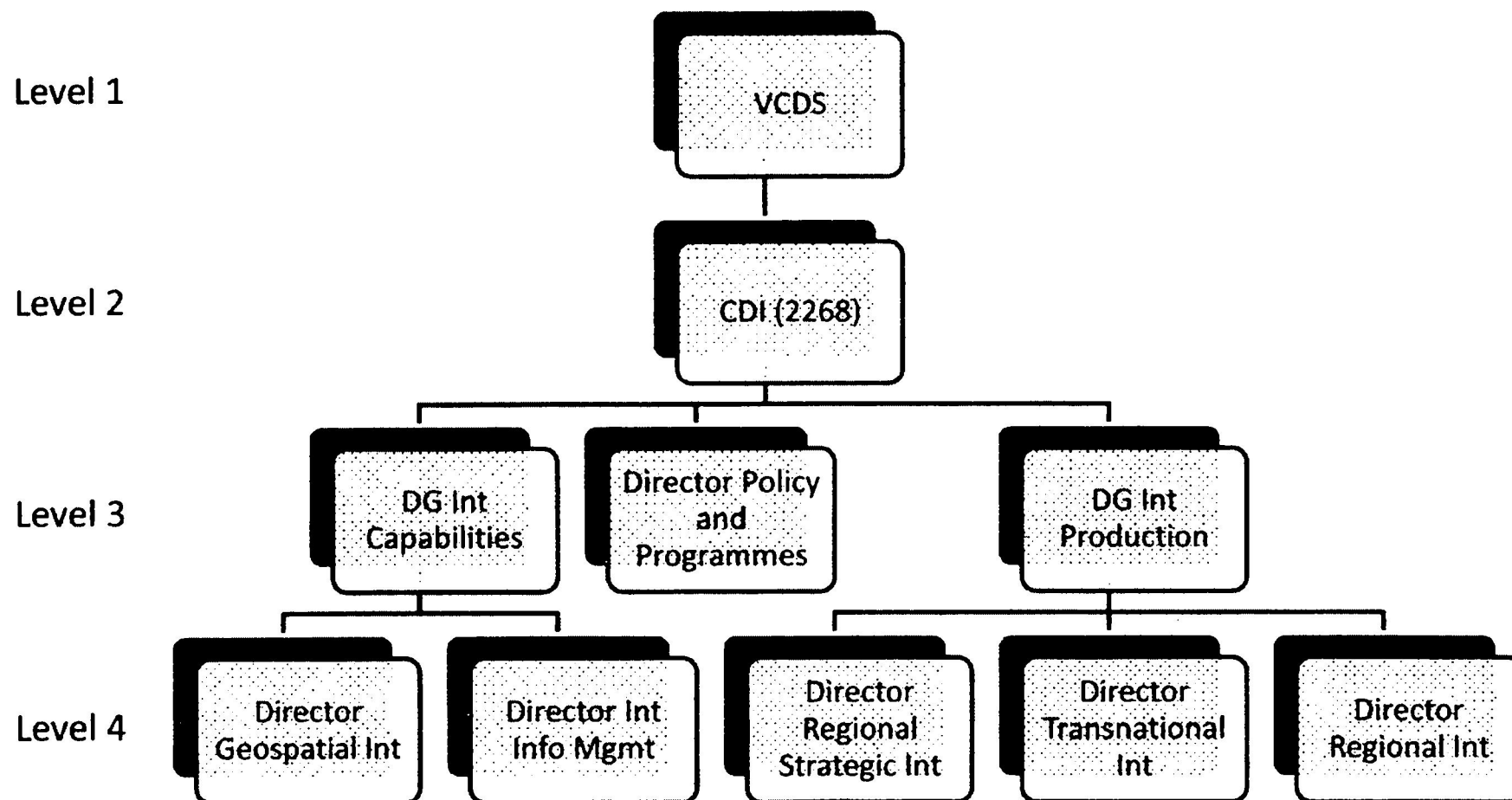
Enclosures: 2

Approved

\_\_\_\_\_  
The Hon. Harjit S. Sajjan, PC, OMM, MSM, CD, MP  
Minister of National Defence

\_\_\_\_\_  
Date

# Current CDI Structure



# Proposed CDI Structure

